

## COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

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SURVEY OF WAGE RATES AND EARNINGS, SEPTEMBER, 1960

This Bulletin summarizes the results of a statistical survey of the wage structure of Australia undertaken toward the end of 1960.

2. The tables provide preliminary analyses of marginal rates of wages and of actual weekly earnings of adult male employees (excluding part-time and casual employees) for the last pay-period in September, 1960.

3. The survey was based on returns from a stratified sample of most of the private employers subject to Pay-roll Tax. It did not include governmental or semi-governmental employment. For various reasons (such as paucity of data, seasonal variations in employment, incidence of piece work, part-time and casual employment) it excluded the following: rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; and the motion picture industry. Religious, benevolent and other similar bodies, exempt from Pay-roll Tax, were also excluded.

4. Employers were asked to show separate particulars in respect of employees covered by Commonwealth awards or by State awards, and of those not covered by any award.

5. Completed returns were received from more than 3,000 employers. This represented a response rate of about 90 per cent. of those approached. The returns received covered approximately 530,000 adult male employees (excluding part-time and casual) or 44.6 per cent. of the adult male employees defined in paragraph 3 hereof. This broad sample being stratified provided a representative basis upon which to estimate marginal rates and earnings by groups for all adult male employees within the selected field. These were cross-classified to show the number of employees in size groups by industry and jurisdiction in respect of marginal rates and in size groups by industry in respect of earnings.

6. Definitions relevant to this Survey are as follows:-

- (a) "Number of employees" refers to adult male employees on the pay-roll on the last pay-day in September, 1960, and includes employees who, although under 21 years of age, were paid at the adult rate prescribed in the appropriate award (see paragraph 3 hereof). Part-time and casual employees and those absent in the defence forces were excluded.
- (b) The term "awards", as used herein, denotes awards or determinations of, or agreements registered with, Commonwealth or State industrial tribunals. Employees whose rates of pay and working conditions are not regulated by awards, and employees covered by formal, though unregistered, agreements between employee organizations and employers, are shown as "not covered by awards".
- (c) "Margins" are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness or other like factors. For the purposes of this survey the following were not included in margins:- special allowances prescribed in awards, such as shift, dirt and height money, leading hand allowances, etc.; and other payments such as commission, payments above the minimum rate for contract and piece work, etc. (See paragraphs 6(e) and 6(g)). In the case of contract work etc., the margin was determined by the minimum amount prescribed in the award for the class of work performed. Where the marginal rate of wage for an occupation was not specified in an award, the margin was assumed to be the difference between the total minimum prescribed rate of wage for the occupation and the appropriate Commonwealth or State basic wage. For employees not covered by awards, and whose margins were not specified in unregistered agreements, the margin was assumed to be the difference between the appropriate basic wage in the State jurisdiction and the agreed rate of pay for a standard working week (or the weekly equivalent of the agreed rate).



- (d) "Total Weekly Earnings" includes ordinary time earnings at award rates (and, for employees not covered by awards, payments at agreed rates for a standard working week), overtime earnings and all other payments. Annual or other periodical bonuses were included only at the appropriate proportion for one week. For employees paid other than weekly, only the proportion of earnings for one week was included.
- (e) "Ordinary Time Earnings at Award Rates" represents the total weekly payment to adult male employees (excluding part-time and casual employees) for hours of work paid for up to the standard or award hours, calculated at award rates of pay. It includes payments for sick leave, proportion of annual leave, special allowances prescribed in awards, etc. (See paragraph 6(c)). For employees not covered by awards, it includes payments at agreed rates for a standard working week.
- (f) "Overtime Earnings" represents the total weekly payment to adult male employees (excluding part-time and casual employees) for time worked in excess of award or agreed hours.
- (g) "Other Earnings" includes all payments other than those in paragraphs 6(e) and 6(f) above, such as commission, payments above the minimum rate for contract work, incentive scheme, piece-work and profit-sharing scheme payments, proportion of annual or other periodical bonuses, points system payments, attendance or good time-keeping bonuses, etc. (See paragraph 6(c)).



**TABLE 1 - MARGINS: ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO  
MARGINAL RATES OF WAGE - INDUSTRIAL GROUPS, AUSTRALIA,  
SEPTEMBER, 1960 (a)**

WEEKLY MARGIN (b)	Mining and Quarrying	Manufacturing			Building and Construction (c)	Finance and Property	Wholesale and Retail Trade	Other Industries	Total
		Engineering, Metal Works, etc.	Other Manufacturing	Total Manufacturing					
NUMBER OF EMPLOYEES (d)									
Less than 10s. (incl. nil)	620	1,417	4,509	5,926	85	336	1,824	1,119	9,910
10s. and less than 20s.	795	4,595	6,650	11,245	1,021	1,764	1,756	1,639	18,220
20s. " " 30s.	1,247	32,971	22,831	55,802	4,840	1,040	4,705	6,933	74,567
30s. " " 40s.	1,095	26,287	27,248	53,535	2,307	902	5,258	4,136	67,233
40s. " " 60s.	6,154	42,335	81,582	123,917	6,526	3,208	32,569	10,448	182,822
60s. " " 80s.	4,866	38,179	84,519	122,698	11,720	2,404	47,828	13,400	202,916
80s. " " 100s.	5,119	67,421	59,788	127,209	11,640	3,554	30,629	17,274	195,425
100s. " " 120s.	7,497	27,465	34,204	61,669	10,462	2,397	22,201	7,650	111,876
120s. and over	12,090	52,939	102,163	155,102	33,100	33,973	69,816	21,283	325,364
TOTAL	39,483	293,609	423,494	717,103	81,701	49,578	216,586	83,882	1,188,333
PROPORTION OF TOTAL (PER CENT.)									
Less than 10s. (incl. nil)	1.6	0.5	1.1	0.8	0.1	0.7	0.8	1.3	0.8
10s. and less than 20s.	2.0	1.6	1.6	1.6	1.3	3.6	0.8	1.9	1.5
20s. " " 30s.	3.2	11.2	5.4	7.8	5.9	2.1	2.2	8.3	6.3
30s. " " 40s.	2.8	9.0	6.4	7.5	2.8	1.8	2.4	4.9	5.7
40s. " " 60s.	15.6	14.4	19.2	17.3	8.0	6.5	15.0	12.5	15.4
60s. " " 80s.	12.3	13.0	20.0	17.1	14.3	4.8	22.1	16.0	17.1
80s. " " 100s.	12.9	23.0	14.1	17.7	14.3	7.2	14.2	20.6	16.4
100s. " " 120s.	19.0	9.3	8.1	8.6	12.8	4.8	10.3	9.1	9.4
120s. and over	30.6	18.0	24.1	21.6	40.5	68.5	32.2	25.4	27.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) See paragraph 3, page 1, for particulars of the coverage of the Survey. (b) See paragraph 6 (c). (c) For some employees, allowances for sick leave, public holidays, etc. have been included in the marginal rates shown. (d) See paragraph 6 (a).



**TABLE 2 - MARGINS : ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO MARGINAL RATES OF WAGE - JURISDICTION**  
**AUSTRALIA, SEPTEMBER, 1960 (a)**

WEEKLY MARGIN (c)	NUMBER OF EMPLOYEES (b)				PROPORTION OF TOTAL (PER CENT)			
	Under C'wealth Awards	Under State Awards	Not Covered by Awards	Total	Under C'wealth Awards	Under State Awards	Not Covered by Awards	Total
Less than 10s.(incl.mil)	2,924	5,977	1,009	9,910	0.5	1.2	0.5	0.8
10s. and less than 20s.	10,086	7,446	688	18,220	2.0	1.5	0.4	1.5
20s. " " 30s.	42,532	31,055	980	74,567	8.2	6.4	0.5	6.3
30s. " " 40s.	34,176	31,531	1,526	67,233	6.6	6.5	0.8	5.7
40s. " " 60s.	84,315	95,638	2,869	182,822	16.4	19.8	1.5	15.4
60s. " " 80s.	101,202	96,952	4,762	202,916	19.6	20.0	2.5	17.1
80s. " " 100s.	120,658	70,010	4,757	195,425	23.4	14.5	2.5	16.4
100s. " " 120s.	51,839	54,496	5,541	111,876	10.1	11.3	3.0	9.4
120s. and over	68,122	91,139	166,103	325,364	13.2	18.8	88.3	27.4
<b>TOTAL</b>	<b>515,854</b>	<b>484,244</b>	<b>188,235</b>	<b>1,188,333</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) See paragraph 3, page 1, for particulars of the coverage of the Survey.

(b) See paragraph 6(a).

(c) See paragraph 6(c)

**TABLE 3 - EARNINGS : TOTAL WAGES AND SALARIES PAID TO ADULT MALE EMPLOYEES**  
**(EXCLUDING PART-TIME AND CASUAL EMPLOYEES) DURING LAST PAY-WEEK**  
**IN SEPTEMBER, 1960 - INDUSTRIAL GROUPS, AUSTRALIA (a)**

Industrial Group	Ordinary Time Earnings at Award Rates (b)	Overtime Earnings (b)	Other Earnings (b)	Total
(£'000)				
Mining and Quarrying	826	118	194	1,138
Manufacturing -				
Engineering, Metal Works, etc.	5,694	1,049	740	7,483
Other Manufacturing	8,481	1,007	925	10,413
Total Manufacturing	14,175	2,056	1,665	17,896
Building and Construction	1,695	258	172	2,125
Finance and Property	1,370	25	123	1,518
Wholesale and Retail Trade	4,570	242	433	5,245
Other Industries	1,626	203	142	1,971
<b>TOTAL</b>	<b>24,262</b>	<b>2,902</b>	<b>2,729</b>	<b>29,893</b>
PROPORTION OF TOTAL (PER CENT)				
Mining and Quarrying	72.6	10.4	17.0	100.0
Manufacturing -				
Engineering, Metal Works, etc.	76.1	14.0	9.9	100.0
Other Manufacturing	81.4	9.7	8.9	100.0
Total Manufacturing	79.2	11.5	9.3	100.0
Building and Construction	79.8	12.1	8.1	100.0
Finance and Property	90.3	1.6	8.1	100.0
Wholesale and Retail Trade	87.1	4.6	8.3	100.0
Other Industries	82.5	10.3	7.2	100.0
<b>TOTAL</b>	<b>81.2</b>	<b>9.7</b>	<b>9.1</b>	<b>100.0</b>

(a) See paragraph 3, page 1, for particulars of the coverage of the Survey.

(b) For definitions, see page 2.



**TABLE 4 - EARNINGS : ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO  
TOTAL WEEKLY EARNINGS - INDUSTRIAL GROUPS, AUSTRALIA, SEPTEMBER, 1960 (a).**

WEEKLY EARNINGS (b)	Mining and Quarrying	Manufacturing			Building and Construction	Finance and Property	Wholesale and Retail Trade	Other Industries	Total
		Engineering, Metal Works, etc.	Other Manufacturing	Total Manufacturing					
NUMBER OF EMPLOYEES (c)									
Less than £14 (d)	606	6,724	8,693	15,417	1,974	108	1,614	922	20,641
£14 and less than £16	446	9,393	19,293	28,686	1,412	701	4,397	4,182	39,824
£16 " " " £18	1,889	24,348	53,391	77,739	4,335	3,923	38,365	11,027	137,278
£18 " " " £20	2,241	34,319	68,290	102,609	9,270	3,500	42,452	16,216	176,288
£20 " " " £22	3,024	38,632	61,646	100,278	12,040	4,774	31,800	12,707	164,623
£22 " " " £24	3,818	36,997	47,208	84,205	15,109	4,378	23,109	9,907	140,526
£24 " " " £26	5,152	30,817	42,549	73,366	7,899	4,139	17,010	7,746	115,312
£26 " " " £30	8,489	48,262	47,859	96,121	11,283	8,074	23,798	8,646	156,411
£30 " " " £35	6,436	34,771	34,966	69,737	9,444	8,691	14,634	5,892	114,834
£35 and over	7,382	29,346	39,599	68,945	8,935	11,290	19,407	6,637	122,596
TOTAL	39,483	293,609	423,494	717,103	81,701	49,578	216,586	83,882	1,188,333
PROPORTION OF TOTAL (PER CENT.)									
Less than £14 (d)	1.5	2.3	2.1	2.2	2.4	0.2	0.7	1.1	1.7
£14 and less than £16	1.1	3.2	4.6	4.0	1.7	1.4	2.0	5.0	3.3
£16 " " " £18	4.8	8.3	12.6	10.8	5.3	7.9	17.7	13.2	11.6
£18 " " " £20	5.7	11.7	16.1	14.3	11.4	7.1	19.6	19.3	14.8
£20 " " " £22	7.7	13.2	14.6	14.0	14.7	9.6	14.7	15.2	13.9
£22 " " " £24	9.7	12.6	11.1	11.8	18.5	8.8	10.7	11.8	11.8
£24 " " " £26	13.0	10.5	10.0	10.2	9.7	8.4	7.8	9.2	9.7
£26 " " " £30	21.5	16.4	11.3	13.4	13.8	16.3	11.0	10.3	13.2
£30 " " " £35	16.3	11.8	8.3	9.7	11.6	17.5	6.8	7.0	9.7
£35 and over	18.7	10.0	9.3	9.6	10.9	22.8	9.0	7.9	10.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) See paragraph 3, page 1, for particulars of the coverage of the Survey. (b) See paragraph 6(d). (c) See paragraph 6(a).  
(d) Inquiry indicated that many of the adult males in this group worked for only part of the week.



